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Campus Town Hall [March 23, 2016]

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TOWN HALL Progress Report

March 23, 2016



The Town Hall is organized around answering three essential questions.

- ▶ What is the impact of repositioning the University into Strategic Clusters and Open Lab?
- ▶ What are the results and recommendations from the URSA process: Credit and Non-credit programs?
- ▶ What are the short- and long-term strategies to reposition the University?







FOCUS ON THE VISION

Plymouth State University is a visionary institution at the hub of an ever-growing creative community where students, faculty, staff, and alumni are actively transforming themselves and the region. We develop ideas and solutions for a connected world and produce society's global leaders within interdisciplinary strategic clusters, open labs, partnerships and through entrepreneurial, innovative, and experiential learning.



Mission

- ▶ Plymouth State University serves the state of New Hampshire and the world beyond by transforming our students through advanced practices where engaged learning produces well-educated undergraduates and by providing graduate education that deepens and advances knowledge and enhances professional development. With distinction, we connect with community and business partners for economic development, technological advances, healthier living, and cultural enrichment with a special commitment of service to the North Country and Lakes Region of New Hampshire.



Values: People and Place

Our values shape the environment in which our campus community members learn, teach, and serve. Our values guide our decision making, provide clarity in determining priorities, and influence our relationships and behaviors.

- ▶ Our alumni, heritage, and future as a transformative and highly engaged University with innovative and creative approaches to learning and problem solving
- ▶ Service to others, exemplifying our motto, 'Ut Prosim' (That I may serve) and working across disciplines where deeper levels of learning and outcomes occur

Values: People and Place

- ▶ Entrepreneurial partnerships that enrich our learning and benefit our region focused on sustainable, environmentally connected work that enhances our sense of place and purpose
- ▶ The rights and dignity of all people
- ▶ Free speech, diversity of opinion, and the opportunity to learn from one another
- ▶ Collective responsibility for the health, safety, and wellbeing of our community
- ▶ Accountability for decisions, actions, performance, and conduct
- ▶ Continuous improvement in our programs, policies, and practices
- ▶ Responsible stewardship of our finite environmental, financial, and human resources

External Support and Guidance

- ▶ Hired consultant to support campus change process
- ▶ Brings external experience in higher education
- ▶ Assisted other organizations in supporting employees
- ▶ Adaptable approach
- ▶ March 25th - listen and learning sessions
- ▶ April 18th and 19th - broad campus based workshops
- ▶ Howard Teibel Educational Consulting

Financial Update

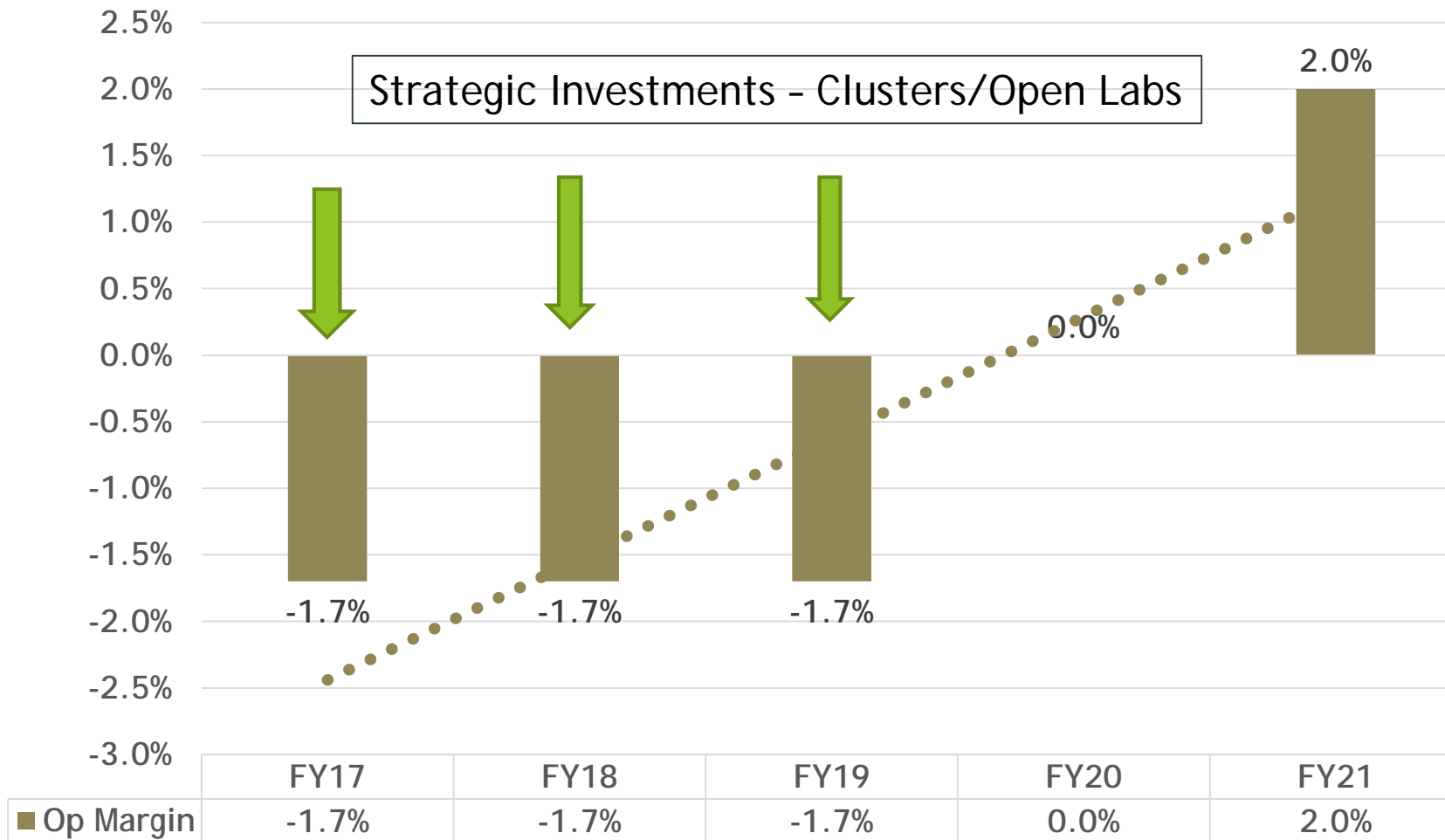
▶ FY16

- ▶ Currently projecting better year-end
 - ▶ Underspending across campus, vacancy savings, lower utilities
 - ▶ One-time savings

▶ FY17

- ▶ Budget still under development
- ▶ Strategy to reduce expenditure gap by \$5M
 - ▶ Minimize growth in expenses by \$2.5M
 - ▶ Restructure processes and positions - \$2.5M

Plymouth State University 5 Year Operating Margin Projection





DRAFT

University Strategic Priorities

- ▶ **Student Success: Transformational Teaching and Learning**
 - ▶ Recruitment, retention, completion
 - ▶ Embrace interdisciplinary, real-world learning, research, and service in preparation for 21st century careers, community engagement, and global citizenship.
- ▶ **Strategic Clusters, Open Labs and Collaborative Partnerships**
 - ▶ Collaborative interdisciplinary research and scholarship, innovation, entrepreneurship, curriculum development, and creative production. Partnerships for research, service, internships, community, economic and cultural development, and funding.
- ▶ **Investment in Teaching Facilities**
 - ▶ Technology-enriched, high quality learning environments

DRAFT

Internal Operational Strategic Priorities

- ▶ Financial Sustainability and Return on Investment
- ▶ Data Management System/s and training
- ▶ De-centralization of processes and decision-making
- ▶ Functions/Process/Workload

NCG Process Updates Top Recommendations

1. Create a one-stop center for graduate and undergraduate students
2. Redesign Student Success Center to be a second one-stop center for all things focused on supporting student success
3. Merge Undergraduate and Graduate Recruitment offices
4. Create Financial Services Centers.
5. Centralize all technology services.

CG URSA Process

- ▶ Level 1 and Level 2 review process identified
- ▶ Open Session held to review CG Evaluation Team Key Findings
- ▶ Level 1 review underway
 - ▶ Programs and Deans making decisions

Over 80 academic programs identified for further review and revision, consolidation or discontinuation

Programs graduating fewer than 5 students (total) in the last 5 years

	Major	Option	2011	2012	2013	2014	2015	Avg	5 yr Total
GR Med	K-12 Education	Spanish Education K-12	1	1	2	0	0	0.8	4
GR Med	Mathematics Education	Middle School 5-8	1	0	2	0	0	0.6	3
GR Med	K-12 Education	French Education K-12	0	0	0	0	1	0.2	1
GR Med	Educational Leadership	Teacher Leadership	0	0	0	0	0	0.0	0
UG Cert	Certificate: TESOL	No Option	1	1	0	1	1	0.8	4
UG BS	Health Education	School Health K-12	1	2	0	0	1	0.8	4
UG BA	Theatre Arts	Contract	0	1	1	0	1	0.6	3
UG BA	French	No Option	1	0	1	0	0	0.4	2
UG BS	Chemistry	Chemistry Education (7-12)	1	0	0	0	0	0.2	1
UG BS	Chemistry	Environmental Chemistry*	0	0	1	0	0	0.2	1
UG BA	Theatre Arts	Dramatic Writing	0	0	0	0	1	0.2	1
UG BS	Chemistry	No Option	0	0	0	0	0	0.0	0
UG BA	Music	Commercial Voice Perf.	0	0	0	0	0	0.0	0
UG BA	Music	Piano Performance & Pedagogy	0	0	0	0	0	0.0	0
UG BS	Social Work	Spanish Language	0	0	0	0	0	0.0	0
UG BA	Modern Languages	No Option	0	0	0	0	0	0.0	0

These programs should be considered for discontinuation or consolidation

16 programs

Programs with fewer than 5 students graduating per year (average)

	Major	Option	2011	2012	2013	2014	2015	Avg	5 yr Total
GR Med	Curriculum & Instruction	Educ Tech Integrator K-12/Cert		2	4	7	5	4.5	18
GR Med	Integrated Arts	No Option	7	5	0	5	5	4.4	22
GR Med	Mathematics Education	Self-Designed	6	5	3	4	4	4.4	22
GR Med	Educational Leadership	Self-Designed	4	3	5	6	3	4.2	21
GR Med	Special Education	Administrator Certificate	6	4	2	4	4	4.0	20
GR Med	Human Relations	No Option			1	3	8	4.0	12
GR MS	Athletic Training	Entry Level	2	4	5	4	4	3.8	19
GR Med	Health Education	Self-Designed	3	4	5	7	0	3.8	19
GR MA	Historic Preservation	& certificate	2	1	4	5	7	3.8	19
GR Med	Language Education	TESOL K-12	1	3	6	4	3	3.4	17
GR Med	Curriculum & Instruction	New developmental Approach to						3.3	13

These programs require further review & action

CG URSA process

Many decisions already gone through curriculum committee process

CG URSA process

Many decisions already gone through curriculum committee process

Program Deletions: Majors/Options

- ▶ MEd School Psychology/ Counselor Education - Concentration in Parent Involvement and Education
- ▶ Interdisciplinary Studies Major- Multi-Field and Thematic Options.
- ▶ Bachelor of Science in Biological Science Education (7-12)
- ▶ Bachelor of Science in Early Childhood Studies- Early Intervention Option
- ▶ Bachelor of Science in Management- Human Resources Management option
- ▶ Bachelor of Science in Management- International Business option
- ▶ MEd Curriculum and Instruction- Concentration in Online Teaching and Learning

- ▶ MEd Languages and Linguistics - Concentration in K-12 French Education
- ▶ MEd Languages and Linguistics - Concentration in K-12 Spanish Education

Minors/Certificates

- ▶ Certificate in Parent Involvement and Education
- ▶ Certificate in Online Teaching and Learning
- ▶ Human Resources Management Minor
- ▶ Minor in German
- ▶ Certificate in Early Intervention

Update on Strategic Cluster Initiative

PIONEERING PSU

Strategic Cluster Guides



Roles

- ❑ Point-Of-Contact
- ❑ Planner
- ❑ Organizer
- ❑ Facilitator

The Strategic Cluster Guides will align, organize, and transform our projects, programs, and capabilities into a cluster framework.

Steering Committee Coaches

Cluster	Coach
Health + Human Enrichment	Mark Fischler
Tourism, Environment + Sustainability	Thad Guldbrandsen
Arts + Technology	Paul Mroczka
Justice + Security	Cynthia Vascak
Education, Democracy + Social Change	Gail Mears
Exploration + Discovery	Joe Boyer
Innovation + Entrepreneurship	Robyn Parker

plymouth.edu/clusters

[ACADEMICS](#) [ADMISSIONS & AID](#) [CAMPUS LIFE](#) [ATHLETICS](#) [ABOUT THE UNIVERSITY](#) [ALUMNI](#)

MAIN MENU

Overview

Strategic Clusters

Arts and Technology

Education, Democracy, and Social Change

Exploration and Discovery

Health and Human Enrichment

Innovation + Entrepreneurship

Justice and Security

Tourism, Environment, and Sustainable Development

Blog

FAQs

Vision

Historical Timeline

Resources

Strategic Cluster Guide

Submit a Question/Blog Post

Campus Contacts

Overview – Strategic Cluster and Open Lab Initiative



PSU STRATEGIC CLUSTERS

PSU is in a period of transformation. To meet the evolving needs of 21st century learners while serving our neighbors and defining our future, we have begun the process of reorganizing the University around strategic clusters that will work across traditional, disciplinary boundaries. Strategic clusters will be complemented by open lab environments.

Your involvement is important in our transformation. Think about what you are passionate about, where do you see the future of your discipline heading and how can your involvement in a strategic cluster support a better outcome for our students and be the most meaningful for you. Join our discovery process.

Questions? [Ask us!](#)

Keep the Discussion Going on Yammer

Learn more about the strategic clusters:

- [Arts and Technology](#)
- [Education, Democracy, and Social Change](#)
- [Exploration and Discovery](#)
- [Health and Human Enrichment](#)
- [Innovation and Entrepreneurship](#)
- [Justice and Security](#)
- [Tourism, Environment, and Sustainable Development](#)

plymouth.edu/clusters/ pioneering-psu-blog/

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Social Change
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Enrichment
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What's the idea behind Pioneering PSU?

PIONEERING PSU

CATEGORIES

Clusters (1)
Innovation (1)
Updates (1)

posted by: Julie Bernier | 3-10-16 | 4:30pm

According to the *Oxford Dictionary* to pioneer is to initiate or originate; to explore and lead the way.

As we embark on our journey to transform and reimagine our campus, we will be operating with the pioneering spirit. Those who have come before us in this region worked hard to build a special place that we call home.

As we know, the best teachers are always learning and we will be learning together throughout this process.

We will need to work hard to create our uniqueness in this new world of higher education. To innovate, create, and work through complex issues takes great effort. At times, we will be operating outside of our comfort zones, spending significant time thinking and brainstorming, creating and finding different ways to connect across the campus and beyond.

Yammer



4

5

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Search

PLYMOUTH.EDU GROUPS

Arts & Technology7

Exploration & Discovery1

Education, Democracy, & Social ...2

Innovation & Entrepreneurship2

Health & Human Enrichment2

Communications2

Tourism, Environment, & Sustain...2

Justice & Security1

All Company20+

+ Create a new group

+ Discover more groups

Robyn Parker

UpdatePollPraise

What are you working on?

Discovery · All · Following

All Company

Paul Mrocza – March 11 at 8:50am

Working on a new performance piece that is definitely a Cluster type project in that it has Jonathan Santore (Music/Composition), Amanda Whitworth (Dance/Choreography/Performance), Matt Kizer (Design/Tech/Theatre) and Paul Mrocza (Theatre/Dramatic Writing) working in a manner in which all four of us are collaborating simultaneously to create this from scratch. This is not a standard way of working in the theatre. We're working towards a highly integrated work. It will premier during alumni weekend. The working title is For Now, but we're sure that will change.

LIKE

REPLY

SHARE

...

Robin DeRosa, Jo-Ann Guilmett, Scott Robison, and 5 others like this

Liz Ahl – March 11 at 12:47pm

How did you manage to do this without being in a cluster?

LIKE

REPLY

SHARE

...

Paul Mrocza – March 11 at 1:05pm

Hi Liz, we're lucky enough to be in a department with three distinct disciplines, and we communicate quite a bit. This project was originally started as a collaborative endeavor and workshop between Matt and Amanda. Then, organically, I started talking about next steps and this new project followed. I do think the formalization of Strategic Clusters/Open Labs will lead to much more of this type of thing and allow me (and others, anyone) to make exciting connections we might not have if we did [expand](#) >

LIKE

REPLY

SHARE

...

Robin DeRosa, Scott Robison, and Amanda Whitworth like this

Write a reply

GETTING STARTED

80%

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Invite them now

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RECENT ACTIVITY

Amanda Whitworth and Deborah Healey have joined Innovation & Entrepreneurship.

Amanda Whitworth and Deborah Healey have joined Arts & Technology.

Deborah Healey has joined Justice & Security.

APP DIRECTORY

5 new featured apps added to the App Directory this week.

SUGGESTED PEOPLE

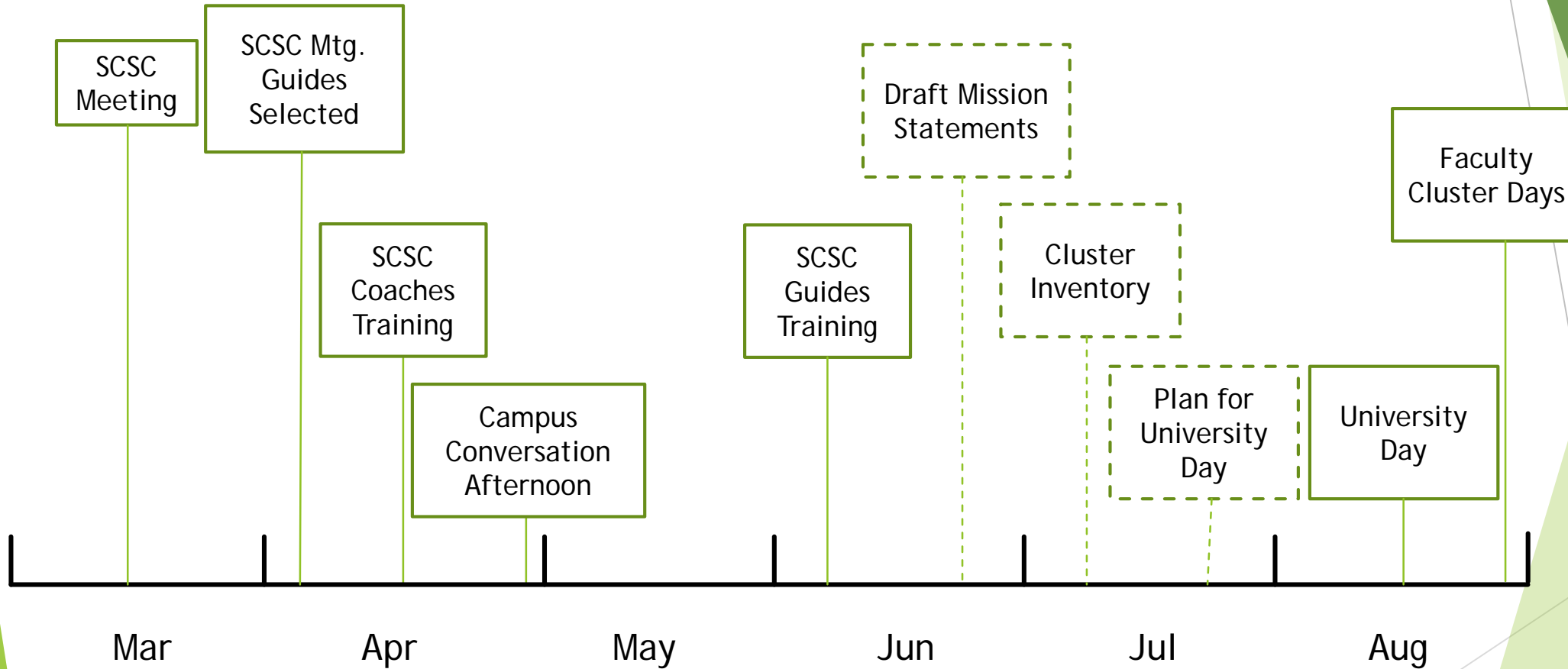
Marylena Sevigney

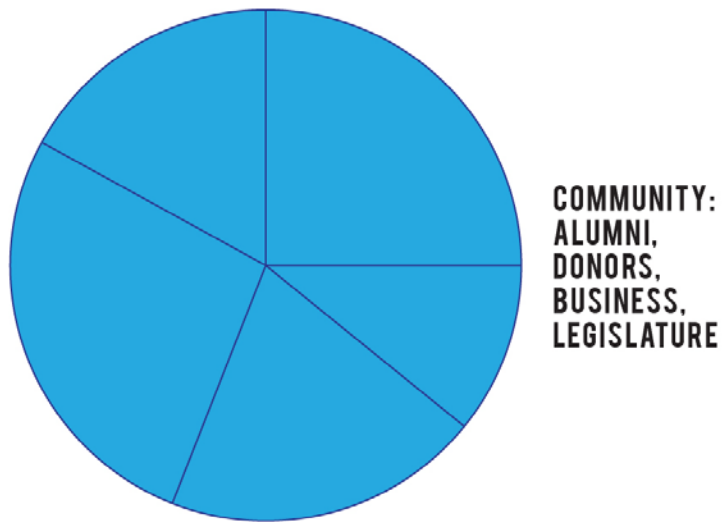
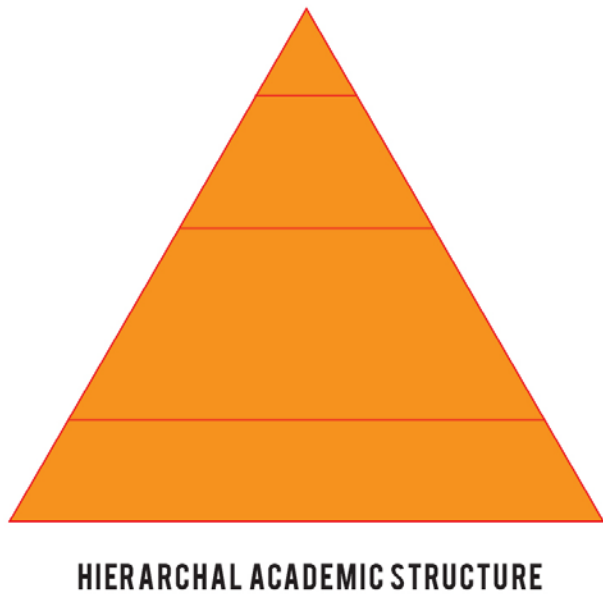
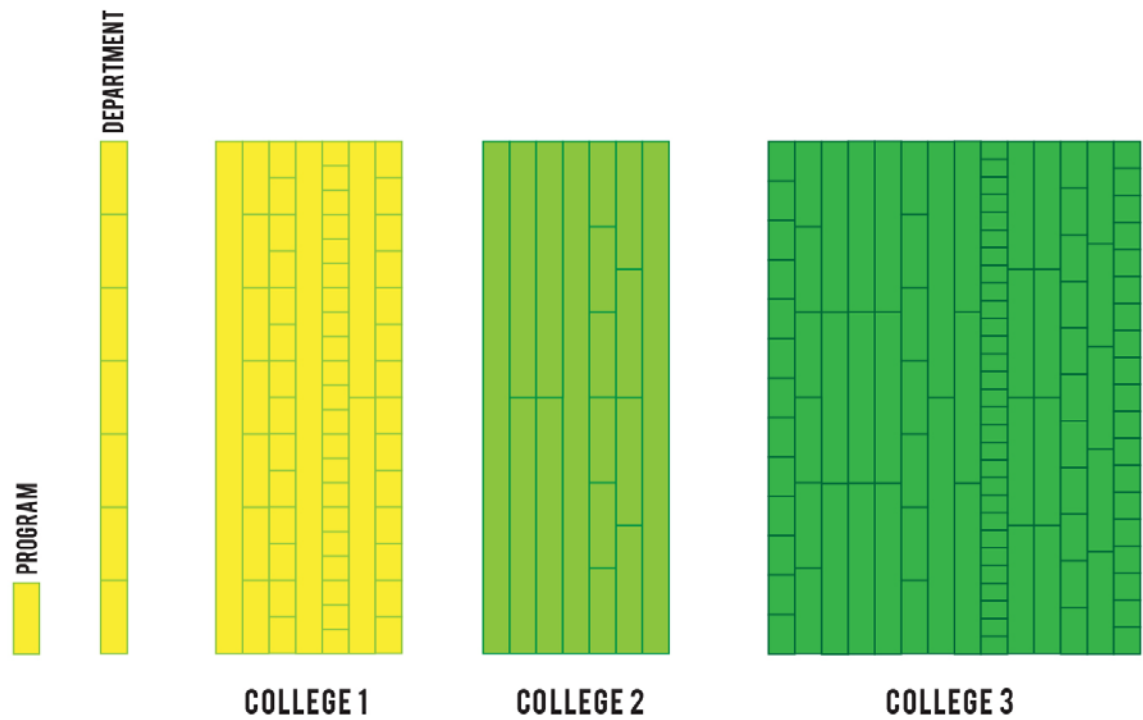
Follow

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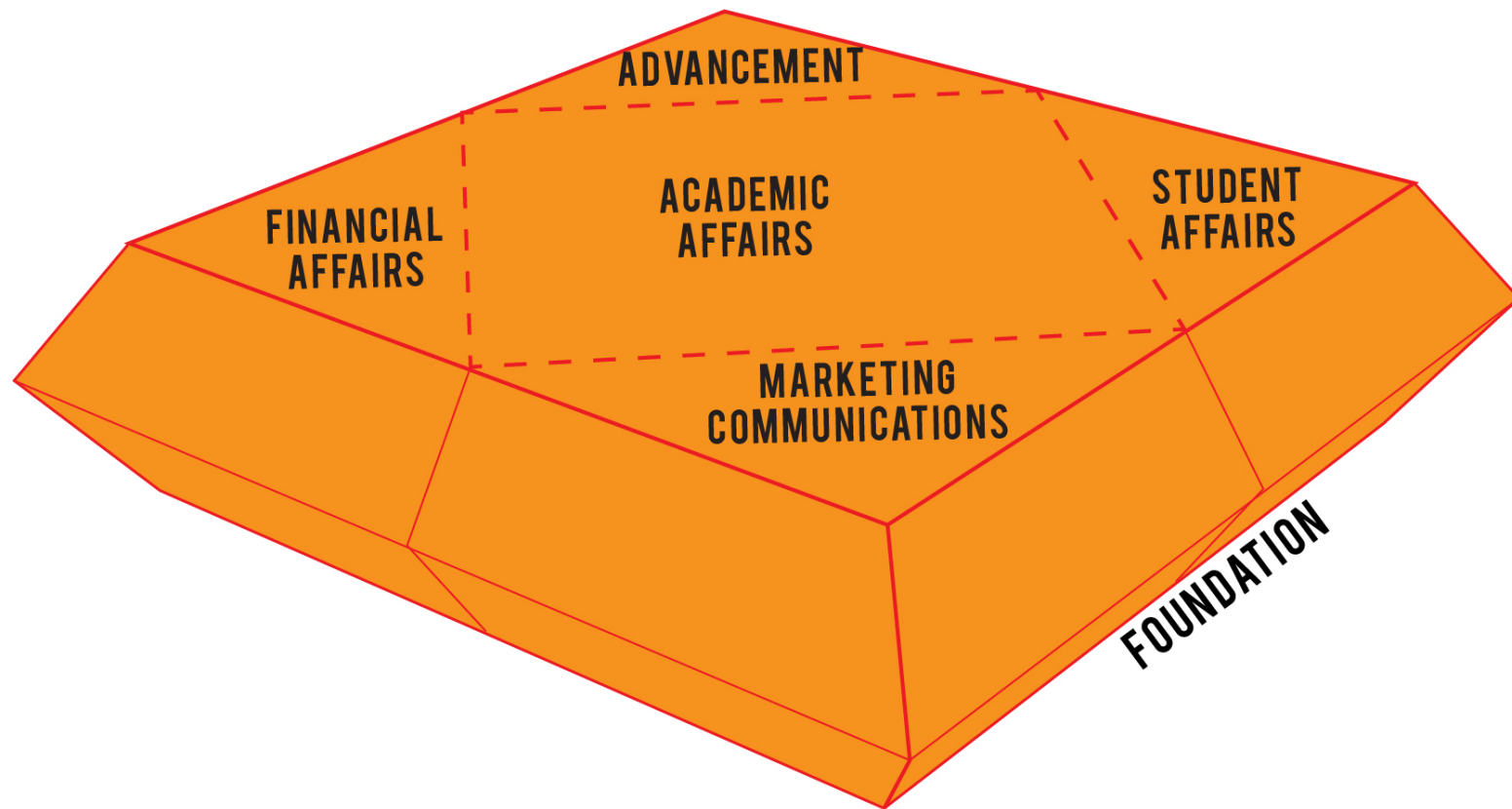
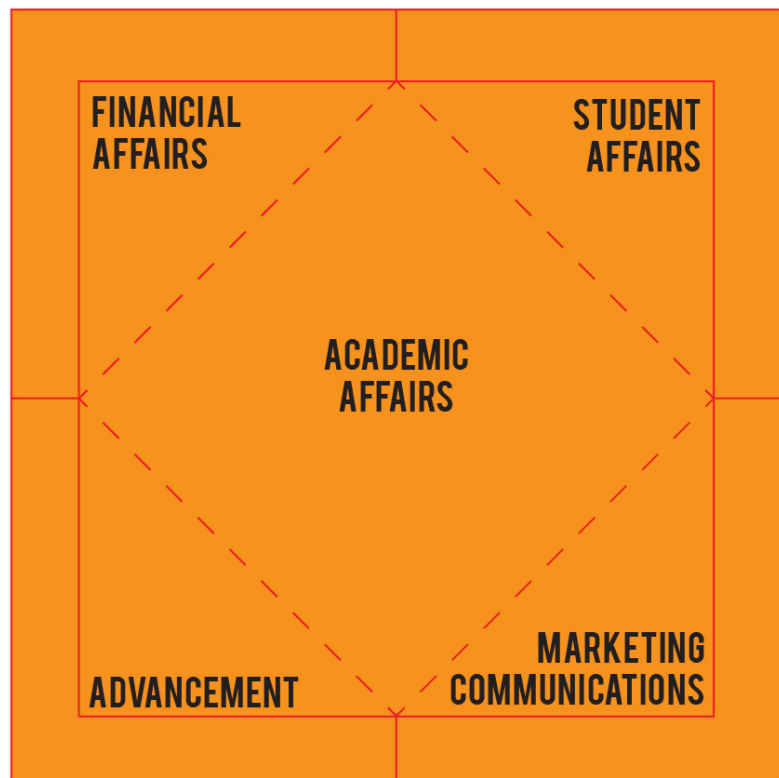
Nathan Porter

Initiative Timeline: Spring/Summer 2016





Our Present Structure

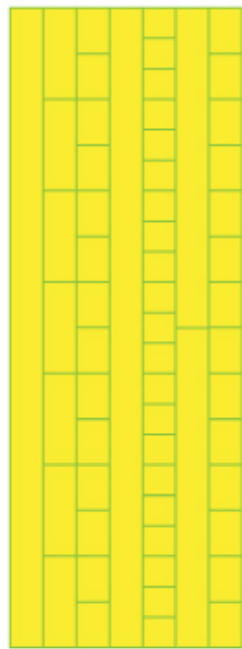




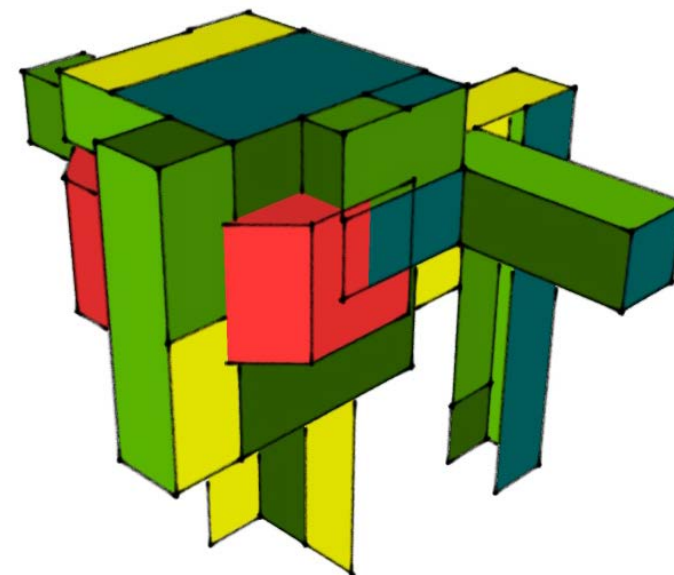
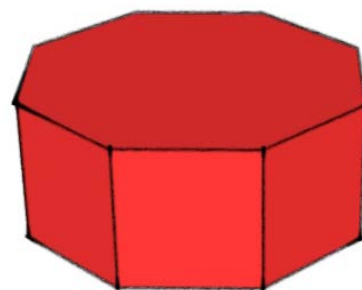
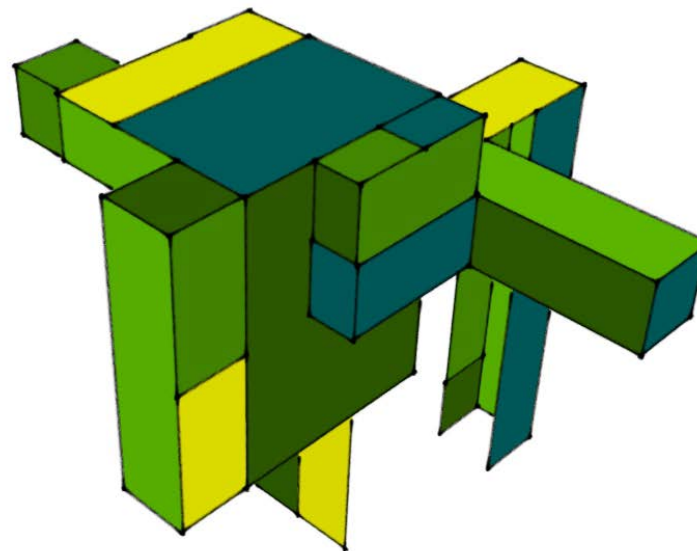
Program



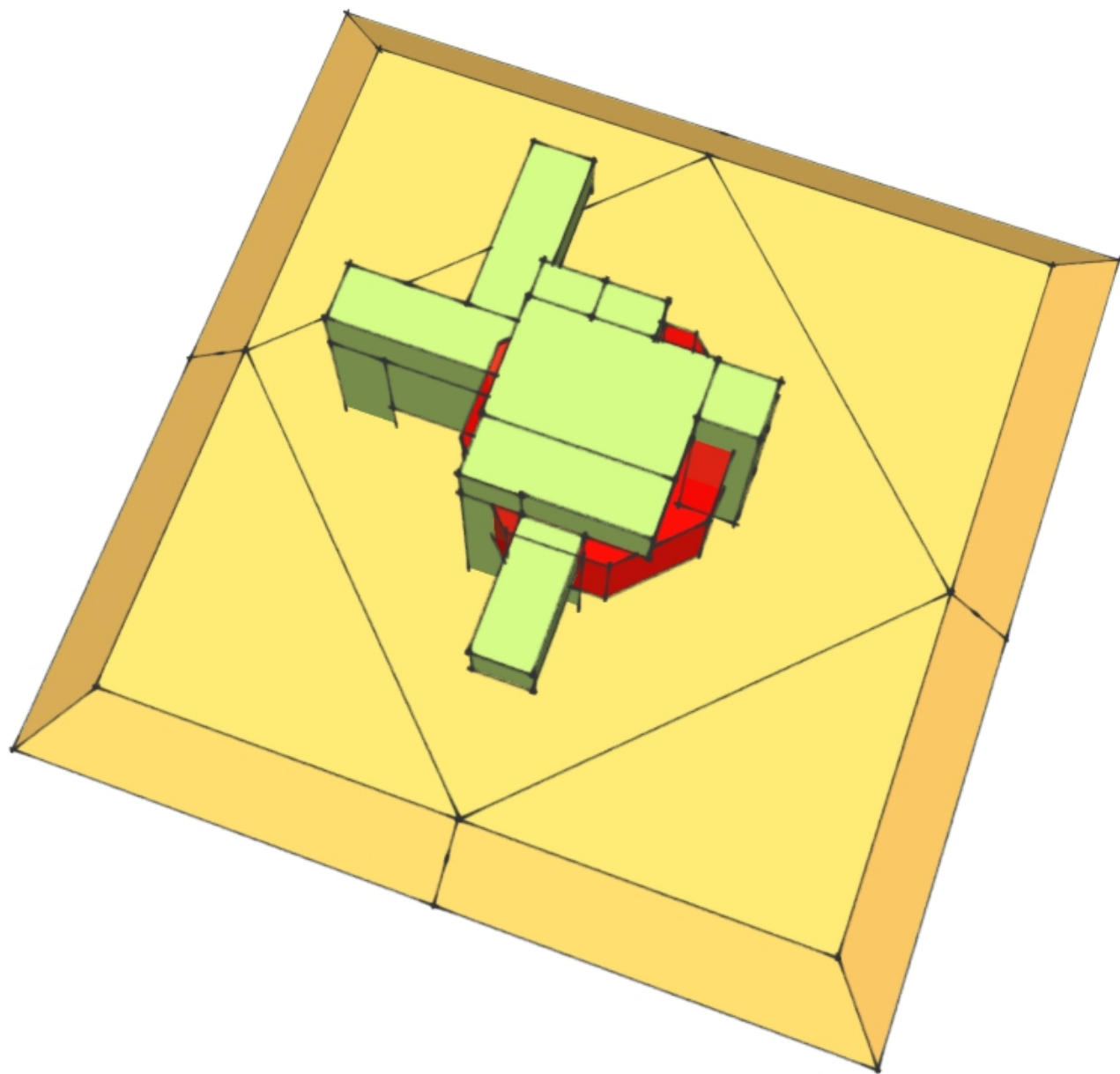
Department

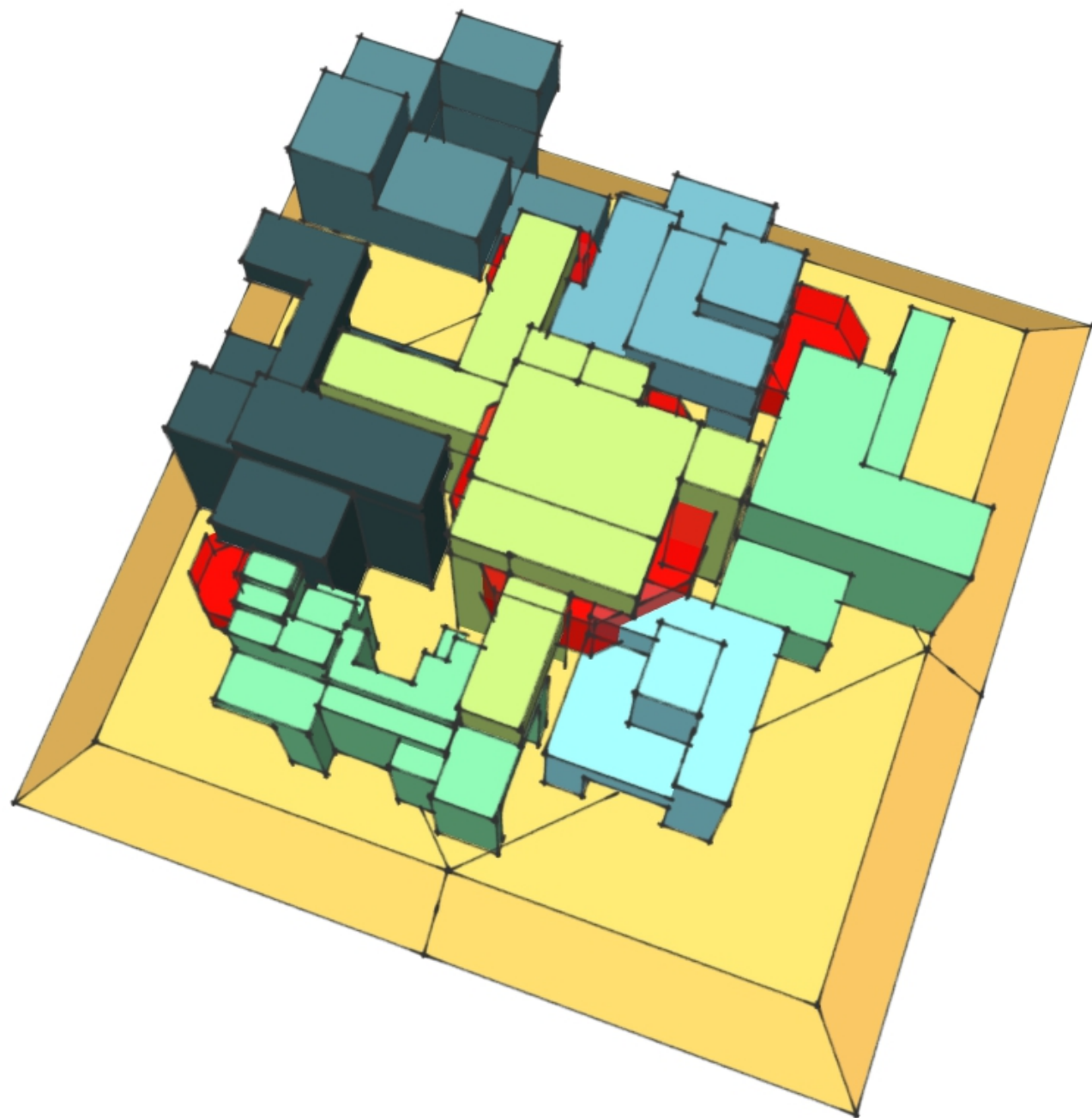


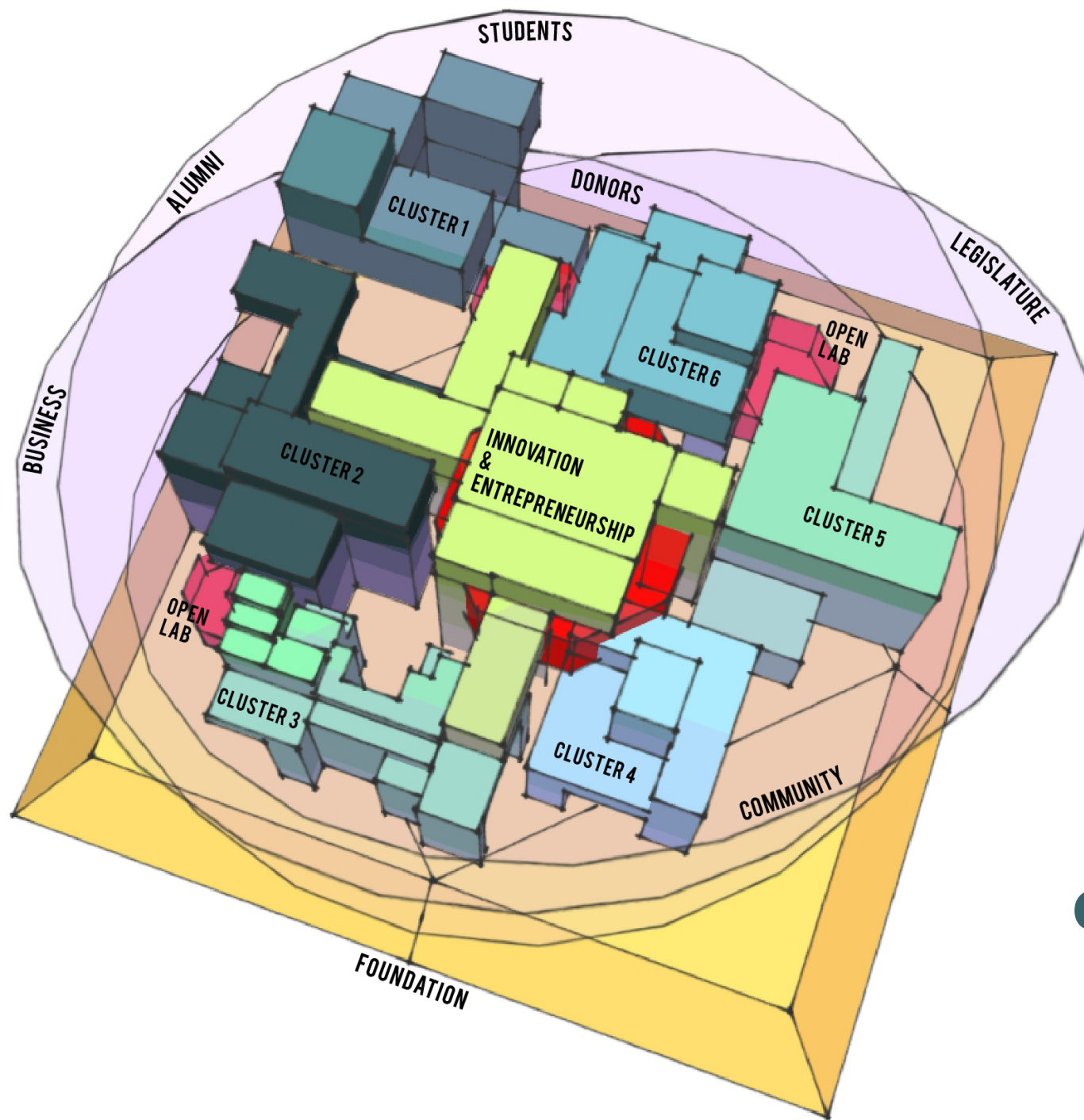
College



From Programs to Clusters & Open Lab







Our Future Structure